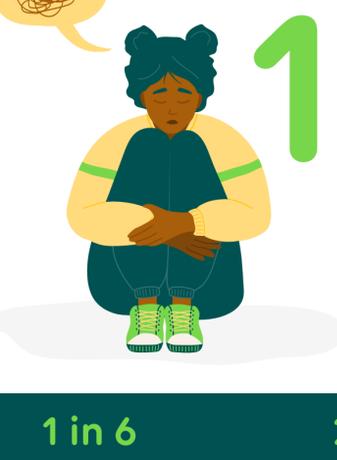


3 Megatrends that will define HR in 2023

People and organisations are navigating relentless uncertainty

Global issues like economic instability, climate change, violence, and political unrest are compounding the challenge. Resilient organisations have learned that they must pay close attention to emerging trends so they can adapt and maintain business continuity during times of uncertainty. Taking care of your people has never been more challenging — or more critical.



1 Employees around the world are experiencing an emotional undercurrent of chronic anxiety

This anxiety is significantly impacting their lives as well as their ability to do their best work. As always, vulnerable populations—the poor, the elderly, and children — are disproportionately impacted, but these impacts are increasingly being felt by rich countries and wealthy individuals.

1 in 6

people say reading the news has become "severely problematic" and leads to obsessing and anxiety.

Source: StudyFinds

25%

increase in anxiety and depression has been felt globally over the course of the pandemic.

Source: World Health Organization

65%

of psychologists say their practices are at capacity due to surging demand.

Source: The Washington Post

68% of employees say improving their wellbeing is now more important than advancing their careers

Source: Deloitte - [The C-suite's role in well-being](#)

What you can do



Safety and Autonomy

Put operational processes in place that foster physical and mental wellbeing through fair, flexible, and personal scheduling. Giving your people more direct control over when, where, and how they work while automatically following safety standards and giving guidance to managers.



Respect and Trust

Ensure your people feel you're proactively looking out for them and addressing their needs to increase retention, even through unexpected challenges. Making sure your HR tools alert you when there's flight risk among your employees and guide you to why that's happening allows you to support employees with tangible actions that build their trust and help them feel they belong.



Inspiration and Fulfilment

Facilitate deeper, more meaningful connections between employees and managers on an ongoing basis by encouraging regular, structured performance and career development conversations. Helping your people understand that they have a bright future with your organisation relieves tension and uncertainty.

2 Optimising Organisational Plasticity

Organisations began to realise they needed more adaptable business structures in place to withstand the enormous amount of turbulence we face today — be it economic turbulence, changing employee expectations, or turbulence from unprecedented global impacts like pandemics, war, and climate change.



The OECD predict low growth at **2.2%** and high inflation at **6.6%** for Europe in 2023

Source: OECD

147%

higher earnings per share experienced by businesses with mostly engaged employees vs. their competitors coming out of the 2008 recession.

Source: Gallup

Organisations that value and invest in DEI&B outperform others by as much as

400%

Source: [Great Place to Work](#)

[Korn Ferry](#) anticipates that by 2030, there will be a global talent shortage of

85 million people, so the time to adapt is now.

What you can do



People and Culture Networks

Create an environment where ideas flow freely among people at your organisation and where all voices are heard. Prioritise building community spaces with your HR technology where employees can collaborate with peers and teams, provide meaningful feedback, and help you understand what resonates with your workforce to continuously improve.



Become Life-Aware

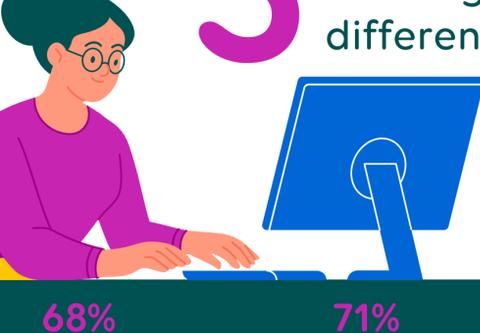
Life happens at work, and work happens in life. Become 'life-aware' by understanding the individual needs of your people and using life-work technology to help you meet the goals of your people and organisation, thereby improving employee experience and performance.



Strategic Workforce Planning

Ensure you can accurately stay ahead of changes in work volume and cycles of activity your organisation goes through. Having systems that can keep up with these patterns and forecast operational needs will allow you to proactively hire talent, keep you from overtaxing your people, and promote flexibility and adaptability.

3 The Gen X Effect: Leading their companies differently to Baby Boomers



Whether because situations are different, their values are different, or both, the percentage of Gen Xers on the board is positively and significantly related to firm performance, market-to-book ratio, and diversity, equity, inclusion, and belonging.

68%

of CEOs in both Fortune 500 and Inc. 500 companies were Gen Xers as of 2018

Source: [UKG Blog](#)

71%

of CEOs believe it's their personal responsibility to ensure their organisation's ESG policies reflect the values of their customers.

Source: [KPMG](#)

Only **14%**

of directors had a detailed board succession plan.

Source: [KPMG](#)

Generational identity is a potential driver of directors' abilities to impact organisational performance, according to the [Paul College of Business and Economics](#)

What you can do



DEI&B Benchmarks

Measure the actions you take to walk the talk and craft an inclusive culture by stacking your organisation up against proven DEI&B metrics based on industry standards. Getting guidance on what you're doing well and where you can improve will have the most meaningful impact on your people.



Inclusion from the Beginning

Demonstrate appreciation for your people and the unique skills and values they bring with technology that gives them access to valuable information - from first recruitment interactions and throughout their entire life-work journey. Giving people greater control will foster success.



Social Responsibility

Tap into the causes your employees care deeply about and give them regular opportunities to invest in those causes your leaders care about and allowing your people to show leadership in CSR efforts will increase engagement and benefit your employer brand.

Download the 2023 Megatrends eBook



[Download here](#)

About UKG

At UKG (Ultimate Kronos Group), our purpose is people™. Built from a merger that created one of the largest cloud companies in the world, UKG believes organisations succeed when they focus on their people. As a leading global provider of HCM, payroll, HR service delivery, and workforce management solutions, UKG delivers award-winning Pro, Dimensions, and Ready solutions to help tens of thousands of organisations across geographies and in every industry drive better business outcomes, improve HR effectiveness, streamline the payroll process, and help make work a better, more connected experience for everyone. UKG has more than 15,000 employees around the globe and is known for an inclusive workplace culture. The company has earned numerous awards for culture, products, and services, including consecutive years on *Fortune's 100 Best Companies to Work For* list. To learn more, visit [ukg.co.uk](#).